

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Humanities																
CINEMA STUDIES																
Professor				150,900	54			118%		97%		44%			142,200	5
Associate Professor	84,700	4	5.9	94,800	50	89%	77%	74%	85%	93%	6%	12%			88,400	5
Assistant Professor	78,000	3	3.8	79,600	28	98%	71%	62%	87%	84%					77,200	5
Instructor																
All Ranks ¹	81,800	7	5.0	114,600	132	71%	74%	90%							102,600	15
All Ranks Weighted ^{1,2}	81,300			110,700		73%	74%	92%								
UO FTE Distribution ³	81,800			88,300		93%		73%								
CLASSICS																
Professor	105,900	3	7.1	131,400	114	81%	96%	103%	78%	84%	26%	33%			170,200	4
Associate Professor	77,100	1	4.1	89,300	60	86%	70%	70%	77%	87%	5%	12%			86,000	3
Assistant Professor	71,100	1	3.1	74,100	51	96%	64%	58%	80%	78%					72,600	11
Instructor																
All Ranks ¹	93,200	5	5.7	107,200	225	87%	84%	84%							96,500	18
All Ranks Weighted ^{1,2}	85,800			100,000		86%	78%	84%								
UO FTE Distribution ³	93,200			111,500		84%		92%								

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CAS Humanities																
COMPARATIVE LITERATURE																
Professor	107,400	1	8.1	156,400	136	69%	97%	123%	79%	100%	26%	50%			118,900	8
Associate Professor	78,800	4	8.9	92,000	114	86%	71%	72%	79%	90%	8%	11%			85,700	4
Assistant Professor	70,300	1	3.1	78,200	52	90%	64%	61%	79%	82%					72,600	10
Instructor																
All Ranks ¹	82,100	6	7.8	118,600	302	69%	74%	93%							91,800	22
All Ranks Weighted ^{1,2}	86,600			111,400		78%	79%	93%								
UO FTE Distribution ³	82,100			100,500		82%		83%								
CREATIVE WRITING																
Professor	145,500	3	9.8	126,500	274	115%	132%	99%	108%	81%	53%	32%	165,000	1	110,800	8
Associate Professor	86,700	2	5.6	86,000	262	101%	78%	67%	87%	84%	13%	12%			83,800	25
Assistant Professor	72,200	2	2.1	71,100	148	102%	65%	56%	81%	75%					68,600	22
Instructor																
All Ranks ¹	107,800	7	6.4	99,000	684	109%	97%	78%					165,000	1	81,600	55
All Ranks Weighted ^{1,2}	103,800			96,200		108%	95%	80%								
UO FTE Distribution ³	107,800			99,100		109%		82%								

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CAS Humanities																
EAST ASIAN LANGUAGES & LITERATURE																
Professor	92,300	2	0.1	136,800	70	67%	83%	107%	68%	88%	10%	34%			120,800	2
Associate Professor	81,100	7	3.5	92,900	82	87%	73%	73%	81%	91%	10%	12%			82,400	4
Assistant Professor	70,300	2	2.1	78,000	38	90%	64%	61%	79%	82%			72,000	1	74,700	10
Instructor																
All Ranks ¹	81,200	11	2.6	106,100	190	77%	73%	83%					72,000	1	82,400	16
All Ranks Weighted ^{1,2}	81,800			104,400		78%	75%	87%								
UO FTE Distribution ³	81,200			98,200		83%		81%								
ENGLISH																
Professor	105,300	13	6.7	135,400	1,162	78%	95%	106%	78%	87%	20%	34%			132,100	44
Associate Professor	82,700	9	5.3	92,000	1,064	90%	75%	72%	83%	90%	12%	13%			95,000	70
Assistant Professor	69,700	5	1.1	75,600	344	92%	63%	59%	78%	80%			69,700	3	78,500	64
Instructor				75,000	2					59%		48%			75,000	2
All Ranks ¹	91,200	27	5.2	109,500	2,570	83%	82%	86%					69,700	3	98,300	178
All Ranks Weighted ^{1,2}	86,900			102,800		85%	79%	86%								
UO FTE Distribution ³	91,200			109,900		83%		91%								

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CAS Humanities																
GERMAN & SCANDINAVIAN																
Professor	124,400	4	13.4	127,900	85	97%	112%	100%	92%	82%	41%	32%			108,500	4
Associate Professor	79,500	4	5.6	87,100	57	91%	72%	68%	80%	85%		12%			86,100	1
Assistant Professor				72,100	34			57%		76%					74,400	8
Instructor																
All Ranks ¹	102,000	8	9.5	103,900	176	98%	92%	81%							85,800	13
All Ranks Weighted ^{1,2}	103,700			97,400		106%	95%	81%								
UO FTE Distribution ³	102,000			107,500		95%		89%								
LINGUISTICS																
Professor	117,300	4	12.9	140,100	143	84%	106%	110%	87%	90%	32%	39%			126,400	5
Associate Professor	81,800	5	4.9	90,300	72	91%	74%	71%	82%	88%	6%	4%			90,300	6
Assistant Professor	75,000	2	0.1	85,100	51	88%	68%	67%	84%	90%			75,000	2	75,100	8
Instructor																
All Ranks ¹	93,500	11	6.9	116,100	266	81%	85%	91%					75,000	2	93,400	19
All Ranks Weighted ^{1,2}	92,700			107,000		87%	85%	89%								
UO FTE Distribution ³	93,500			107,500		87%		89%								

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CAS Humanities																
PHILOSOPHY																
Professor	123,100	5	9.9	163,200	286	75%	111%	128%	91%	105%	36%	51%			205,400	10
Associate Professor	83,500	5	5.3	98,100	130	85%	75%	77%	84%	96%	3%	14%			97,200	8
Assistant Professor	79,700	1	1.1	79,700	80	100%	72%	62%	89%	84%					80,600	13
Instructor																
All Ranks ¹	101,200	11	7.0	132,700	496	76%	92%	104%							125,100	31
All Ranks Weighted ^{1,2}	96,900			116,300		83%	88%	97%								
UO FTE Distribution ³	101,200			126,000		80%		104%								
RELIGIOUS STUDIES																
Professor	120,600	1	6.1	139,400	67	87%	109%	109%	89%	89%	32%	41%			115,300	5
Associate Professor	84,700	4	8.1	87,500	72	97%	77%	69%	85%	86%	12%	10%			82,600	3
Assistant Professor	71,500	2	1.6	74,700	34	96%	65%	59%	80%	79%					74,200	4
Instructor																
All Ranks ¹	86,000	7	6.0	105,100	173	82%	78%	82%							93,400	12
All Ranks Weighted ^{1,2}	93,800			102,600		91%	86%	86%								
UO FTE Distribution ³	86,000			91,300		94%		76%								

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CAS Humanities																
ROMANCE LANGUAGES																
Professor	115,300	4	6.6	128,600	267	90%	104%	101%	85%	82%	32%	33%			122,000	8
Associate Professor	80,100	8	8.5	86,700	260	92%	72%	68%	80%	85%	10%	10%			86,300	17
Assistant Professor	69,100	5	3.5	74,300	106	93%	62%	58%	77%	78%			68,000	1	71,400	18
Instructor																
All Ranks ¹	85,100	17	6.6	102,300	633	83%	77%	80%					68,000	1	86,700	43
All Ranks Weighted ^{1,2}	89,600			98,200		91%	82%	82%								
UO FTE Distribution ³	85,100			92,900		92%		77%								
THEATRE ARTS																
Professor				125,900	268			99%		81%		31%			110,800	8
Associate Professor	75,300	6	5.4	85,800	260	88%	68%	67%	75%	84%		12%			81,800	24
Assistant Professor				71,100	148			56%		75%					68,600	22
Instructor	75,700	1	25.1				68%		86%							
All Ranks ¹	75,300	6	5.4	98,500	676	76%	68%	77%							80,700	54
All Ranks Weighted ^{1,2}	75,300			95,900		79%	69%	80%								
UO FTE Distribution ³	75,300			85,800		88%		71%								

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CAS Natural Sciences																
BIOLOGY																
Professor	142,800	20	14.0	151,900	1,329	94%	129%	119%	106%	97%	38%	40%			139,200	79
Associate Professor	100,700	9	3.3	100,800	609	100%	91%	79%	101%	99%	13%	9%			95,300	23
Assistant Professor	86,100	10	3.0	89,700	515	96%	78%	70%	96%	95%					85,100	79
Instructor																
All Ranks ¹	118,500	39	8.7	126,100	2,453	94%	107%	99%							110,000	181
All Ranks Weighted ^{1,2}	111,600			116,100		96%	102%	97%								
UO FTE Distribution ³	118,500			124,100		95%		103%								
CHEMISTRY																
Professor	140,700	15	15.5	163,100	861	86%	127%	128%	104%	105%	32%	49%			161,200	51
Associate Professor	104,800	6	6.1	101,100	283	104%	95%	79%	105%	99%	19%	8%			106,000	9
Assistant Professor	83,500	8	1.9	91,400	302	91%	75%	72%	94%	96%			85,000	3	87,800	45
Instructor	100,800	2	5.1				91%		115%							
All Ranks ¹	117,500	29	9.8	136,000	1,446	86%	106%	107%					85,000	3	125,000	105
All Ranks Weighted ^{1,2}	111,300			120,900		92%	102%	101%								
UO FTE Distribution ³	117,500			130,500		90%		108%								

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CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	155,300	8	7.5	175,600	477	88%	140%	138%	115%	113%	32%	40%			168,900	44
Associate Professor	120,000	5	11.3	125,000	197	96%	108%	98%	120%	122%	21%	9%			130,000	17
Assistant Professor	96,600	4	1.1	113,000	257	85%	87%	89%	108%	119%			95,000	1	109,900	63
Instructor				105,000	1			82%		68%					105,000	1
All Ranks ¹	131,100	17	7.1	147,600	931	89%	119%	116%					95,000	1	133,600	124
All Ranks Weighted ^{1,2}	125,600			139,800		90%	115%	117%								
UO FTE Distribution ³	131,100			146,000		90%		121%								
EARTH SCIENCES																
Professor	120,900	9	10.2	145,800	708	83%	109%	114%	89%	94%	26%	33%	148,000	1	154,100	22
Associate Professor	92,400	5	2.5	103,300	236	89%	84%	81%	92%	101%	10%	12%			97,300	6
Assistant Professor	81,200	6	3.0	87,500	216	93%	73%	69%	91%	92%					84,500	48
Instructor	63,900	1	3.1					58%		73%						
All Ranks ¹	101,800	20	6.1	126,300	1,160	81%	92%	99%					148,000	1	105,700	76
All Ranks Weighted ^{1,2}	99,300			114,000		87%	91%	95%								
UO FTE Distribution ³	101,800			117,700		86%		98%								

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CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	116,900	5	4.7	148,100	145	79%	106%	116%	87%	95%	22%	37%			144,700	17
Associate Professor	92,200	3	2.1	100,500	117	92%	83%	79%	92%	98%	11%	16%			99,700	14
Assistant Professor	80,100	6	2.4	80,100	96	100%	72%	63%	90%	84%					78,600	30
Instructor																
All Ranks ¹	95,800	14	3.1	114,300	358	84%	87%	90%							101,900	61
All Ranks Weighted ^{1,2}	97,500			111,600		87%	89%	93%								
UO FTE Distribution ³	95,800			108,700		88%		90%								
MATHEMATICS																
Professor	125,500	16	11.1	154,400	1,075	81%	113%	121%	93%	99%	30%	40%			138,300	57
Associate Professor	91,900	10	6.2	103,400	355	89%	83%	81%	92%	101%	9%	5%			109,700	18
Assistant Professor	82,100	4	3.1	97,000	332	85%	74%	76%	92%	102%					96,200	89
Instructor																
All Ranks ¹	108,500	30	8.4	133,300	1,762	81%	98%	104%							112,300	164
All Ranks Weighted ^{1,2}	101,200			120,100		84%	92%	100%								
UO FTE Distribution ³	108,500			129,700		84%		107%								

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Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Natural Sciences																
PHYSICS																
Professor	132,200	13	13.3	152,500	1,053	87%	120%	120%	98%	98%	36%	37%			151,000	51
Associate Professor	92,500	7	4.0	105,500	243	88%	84%	83%	93%	103%	10%	8%			108,600	10
Assistant Professor	81,400	7	2.5	95,400	250	85%	74%	75%	91%	101%					94,200	48
Instructor	97,500	1	4.1				88%		111%							
All Ranks ¹	108,700	27	8.1	135,800	1,546	80%	98%	106%							122,100	109
All Ranks Weighted ^{1,2}	103,600			119,600		87%	95%	100%								
UO FTE Distribution ³	108,700			125,500		87%		104%								
PSYCHOLOGY																
Professor	135,100	15	10.2	157,900	656	86%	122%	124%	100%	101%	37%	46%			143,500	35
Associate Professor	94,000	7	11.9	99,800	264	94%	85%	78%	94%	98%	9%	10%			94,300	12
Assistant Professor	83,500	8	2.2	87,400	222	96%	75%	68%	94%	92%			83,500	2	85,000	41
Instructor																
All Ranks ¹	111,800	30	8.5	130,700	1,142	86%	101%	102%					83,500	2	109,500	88
All Ranks Weighted ^{1,2}	105,800			117,300		90%	97%	98%								
UO FTE Distribution ³	111,800			125,500		89%		104%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
ANTHROPOLOGY																
Professor	118,900	8	6.7	141,100	278	84%	108%	111%	88%	91%	29%	38%			110,500	15
Associate Professor	86,500	5	4.1	92,700	217	93%	78%	73%	87%	91%	10%	8%			103,000	10
Assistant Professor	75,100	6	1.4	82,500	109	91%	68%	65%	84%	87%			73,500	2	78,400	17
Instructor																
All Ranks ¹	96,600	19	4.3	113,100	604	85%	87%	89%					73,500	2	95,700	42
All Ranks Weighted ^{1,2}	94,900			107,300		88%	87%	90%								
UO FTE Distribution ³	96,600			109,800		88%		91%								
ECONOMICS																
Professor	172,500	12	12.2	242,200	384	71%	156%	190%	128%	155%	35%	62%			251,600	15
Associate Professor	134,000	3	2.1	163,700	171	82%	121%	128%	134%	160%	12%	20%			183,200	14
Assistant Professor	120,900	9	2.0	138,600	206	87%	109%	109%	135%	146%			123,500	2	143,000	35
Instructor																
All Ranks ¹	148,300	24	7.1	196,500	761	75%	134%	154%					123,500	2	177,200	64
All Ranks Weighted ^{1,2}	144,100			184,700		78%	132%	154%								
UO FTE Distribution ³	148,300			193,600		77%		160%								

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2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	124,700	1	10.1	161,600	50	77%	113%	127%	92%	104%	40%	40%				
Associate Professor	80,800	1	1.1	110,800	27	73%	73%	87%	81%	108%	0%	12%				
Assistant Professor	80,500	4	2.1	95,200	34	85%	73%	75%	90%	100%					104,900	3
Instructor																
All Ranks ¹	87,900	6	3.3	128,900	111	68%	79%	101%							104,900	3
All Ranks Weighted ^{1,2}	96,900			124,600		78%	88%	104%								
UO FTE Distribution ³	87,900			108,900		81%		90%								
ETHNIC STUDIES																
Professor	150,700	2	5.1	147,700	143	102%	136%	116%	112%	95%	45%	31%			143,100	7
Associate Professor	100,800	5	7.3	107,600	196	94%	91%	84%	101%	105%	24%	20%			103,700	17
Assistant Professor	74,300	2	4.1	81,800	114	91%	67%	64%	83%	86%					79,600	21
Instructor																
All Ranks ¹	106,000	9	6.1	113,800	453	93%	96%	89%							98,500	45
All Ranks Weighted ^{1,2}	110,800			114,200		97%	101%	95%								
UO FTE Distribution ³	106,000			110,800		96%		92%								

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2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
GEOGRAPHY																
Professor	129,900	6	13.4	147,300	144	88%	117%	115%	96%	94%	35%	41%			138,500	9
Associate Professor	91,400	5	6.7	94,500	115	97%	83%	74%	91%	92%	12%	10%			83,500	3
Assistant Professor	77,600	3	0.9	81,700	68	95%	70%	64%	87%	86%			77,000	2	76,100	13
Instructor																
All Ranks ¹	104,900	14	8.4	115,100	327	91%	95%	90%					77,000	2	99,400	25
All Ranks Weighted ^{1,2}	101,200			109,900		92%	92%	92%								
UO FTE Distribution ³	104,900			114,400		92%		95%								
HISTORY																
Professor	120,400	8	8.4	145,300	1,012	83%	109%	114%	89%	93%	17%	38%			134,500	54
Associate Professor	101,200	13	7.1	96,200	846	105%	92%	75%	101%	94%	25%	14%			104,800	38
Assistant Professor	73,200	4	0.4	78,500	284	93%	66%	62%	82%	83%			73,500	3	79,300	54
Instructor																
All Ranks ¹	102,900	25	6.4	117,000	2,142	88%	93%	92%					73,500	3	106,300	146
All Ranks Weighted ^{1,2}	99,400			108,700		91%	91%	91%								
UO FTE Distribution ³	102,900			109,100		94%		90%								

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2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	135,700	1	19.1	135,000	16	101%	123%	106%	100%	87%	47%	32%			110,800	1
Associate Professor	84,100	4	8.9	93,800	25	90%	76%	74%	84%	92%	6%	15%			140,000	2
Assistant Professor	77,800	3	1.6	74,800	18	104%	70%	59%	87%	79%			78,000	2	70,000	1
Instructor																
All Ranks ¹	88,200	8	7.4	99,200	59	89%	80%	78%					78,000	2	115,200	4
All Ranks Weighted ^{1,2}	101,100			103,000		98%	92%	86%								
UO FTE Distribution ³	88,200			91,800		96%		76%								
POLITICAL SCIENCE																
Professor	142,500	7	9.7	174,300	372	82%	129%	137%	105%	112%	44%	49%			182,300	12
Associate Professor	93,300	10	4.8	111,500	279	84%	84%	87%	93%	109%	11%	16%			113,800	13
Assistant Professor	81,600	2	1.1	91,100	174	90%	74%	71%	91%	96%					90,900	33
Instructor																
All Ranks ¹	110,200	19	6.2	135,500	825	81%	100%	106%							115,000	58
All Ranks Weighted ^{1,2}	107,700			128,200		84%	98%	107%								
UO FTE Distribution ³	110,200			132,500		83%		110%								

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2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
SOCIOLOGY																
Professor	150,500	5	7.3	161,200	366	93%	136%	126%	111%	103%	50%	47%			155,400	10
Associate Professor	94,900	11	5.6	101,600	175	93%	86%	80%	95%	99%	13%	9%			97,200	7
Assistant Professor	80,000	2	2.1	89,600	141	89%	72%	70%	90%	94%					90,800	19
Instructor																
All Ranks ¹	108,700	18	5.7	131,100	682	83%	98%	103%							110,000	36
All Ranks Weighted ^{1,2}	110,700			119,800		92%	101%	100%								
UO FTE Distribution ³	108,700			116,800		93%		97%								
WOMEN'S & GENDER STUDIES																
Professor				138,400	50			108%		89%		33%			152,200	2
Associate Professor	99,500	1	23.3	96,400	66	103%	90%	76%	100%	94%	19%	15%			99,900	6
Assistant Professor	78,200	3	2.1	77,200	38	101%	71%	61%	88%	81%			78,500	1	73,400	6
Instructor																
All Ranks ¹	83,500	4	7.4	105,300	154	79%	75%	83%					78,500	1	96,000	14
All Ranks Weighted ^{1,2}	88,800			105,800		84%	81%	88%								
UO FTE Distribution ³	83,500			82,000		102%		68%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<u>DSGN Dept of the History of Art & Architecture</u>																
HISTORY OF ART & ARCHITECTURE																
Professor	109,000	2	3.1	134,400	108	81%	99%	105%	81%	86%	25%	37%			135,200	1
Associate Professor	80,800	3	5.4	87,700	104	92%	73%	69%	81%	86%	9%	10%			83,000	2
Assistant Professor	70,300	6	3.3	74,800	48	94%	64%	59%	79%	79%			72,000	1	77,700	6
Instructor																
All Ranks ¹	80,200	11	3.8	104,700	260	77%	73%	82%					72,000	1	85,200	9
All Ranks Weighted ^{1,2}	87,900			100,800		87%	80%	84%								
UO FTE Distribution ³	80,200			89,200		90%		74%								

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2018-19 Comparison of Faculty Salaries

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
DSGN School of Architecture & Environment																
ARCHITECTURE & INTERIOR ARCH																
Professor	132,800	11	10.1	132,400	107	100%	120%	104%	98%	85%	37%	29%			128,200	2
Associate Professor	92,300	14	13.0	95,600	143	97%	83%	75%	92%	93%	18%	14%			95,000	3
Assistant Professor	72,500	2	1.0	77,500	101	94%	66%	61%	81%	82%			72,500	1	77,500	14
Instructor																
All Ranks ¹	107,300	27	10.9	101,600	351	106%	97%	80%					72,500	1	85,600	19
All Ranks Weighted ^{1,2}	101,000			103,500		98%	92%	86%								
UO FTE Distribution ³	107,300			109,300		98%		91%								
HISTORIC PRESERVATION																
Professor																
Associate Professor	83,000	1	2.1	100,100	2	83%	75%	78%	83%	98%		6%				
Assistant Professor				92,000	1			72%		97%						
Instructor																
All Ranks ¹	83,000	1	2.1	97,400	3	85%	75%	76%								
All Ranks Weighted ^{1,2}	83,000			96,000		86%	76%	80%								
UO FTE Distribution ³	83,000			100,100		83%		83%								

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<u>DSGN School of Architecture & Environment</u>																
LANDSCAPE ARCHITECTURE																
Professor	133,800	3	12.1	115,600	24	116%	121%	91%	99%	74%	33%	14%			124,600	3
Associate Professor	96,900	1	7.1	98,000	32	99%	88%	77%	97%	96%	24%	16%			88,900	2
Assistant Professor	70,900	4	2.6	78,000	20	91%	64%	61%	79%	82%					72,000	4
Instructor																
All Ranks ¹	97,800	8	6.7	98,300	76	99%	88%	77%							93,300	9
All Ranks Weighted ^{1,2}	102,300			98,200		104%	93%	82%								
UO FTE Distribution ³	97,800			94,600		103%		78%								

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DSGN School of Art & Design																
ART																
Professor	93,800	4	0.6	116,500	195	81%	85%	91%	69%	75%	13%	26%			114,400	14
Associate Professor	79,600	10	5.8	82,900	169	96%	72%	65%	80%	81%	14%	7%			79,100	19
Assistant Professor	64,000	4	2.4	74,000	84	86%	58%	58%	72%	78%					71,800	27
Instructor																
All Ranks ¹	79,300	18	3.9	95,800	448	83%	72%	75%							84,000	60
All Ranks Weighted ^{1,2}	79,900			92,400		86%	73%	77%								
UO FTE Distribution ³	79,300			88,400		90%		73%								
PRODUCT DESIGN																
Professor				143,900	28			113%		92%		48%				
Associate Professor	92,300	5	3.9	82,900	19	111%	83%	65%	92%	81%	21%	5%			100,000	1
Assistant Professor	68,600	3	2.1	76,200	23	90%	62%	60%	77%	80%			68,000	1	69,500	5
Instructor																
All Ranks ¹	83,400	8	3.2	105,100	70	79%	75%	82%					68,000	1	74,600	6
All Ranks Weighted ^{1,2}	80,400			103,200		78%	73%	86%								
UO FTE Distribution ³	83,400			80,400		104%		67%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<u>DSGN School of Planning, Public Policy, & Mgmt</u>																
PLANNING, PUBLIC POLICY, & MGMT																
Professor	141,900	4	7.4	170,600	201	83%	128%	134%	105%	109%		42%			180,900	12
Associate Professor	102,400	7	4.1	116,500	176	88%	93%	91%	102%	114%	17%	16%			116,800	10
Assistant Professor	83,600	7	2.4	95,900	159	87%	76%	75%	94%	101%			80,000	3	95,800	36
Instructor																
All Ranks ¹	103,900	18	4.2	130,700	536	79%	94%	102%					80,000	3	117,000	58
All Ranks Weighted ^{1,2}	111,000			129,900		85%	101%	109%								
UO FTE Distribution ³	103,900			120,500		86%		100%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	143,100	6	6.1	136,500	145	105%	129%	107%	106%	88%	41%	34%			125,600	11
Associate Professor	97,300	5	3.3	93,300	113	104%	88%	73%	97%	91%	9%	10%			100,200	3
Assistant Professor	87,500	4	2.1	80,700	93	108%	79%	63%	98%	85%					81,300	23
Instructor																
All Ranks ¹	113,000	15	4.1	107,800	351	105%	102%	84%							96,000	37
All Ranks Weighted ^{1,2}	111,100			105,200		106%	101%	88%								
UO FTE Distribution ³	113,000			107,200		105%		89%								
EDUCATION STUDIES																
Professor	141,400	3	0.7	140,600	295	101%	128%	110%	105%	90%	31%	36%			132,900	13
Associate Professor	107,600	4	4.4	94,800	266	114%	97%	74%	108%	93%	18%	13%			98,500	24
Assistant Professor	87,400	3	2.1	78,700	194	111%	79%	62%	98%	83%					77,500	33
Instructor																
All Ranks ¹	111,700	10	2.6	108,500	755	103%	101%	85%							95,000	70
All Ranks Weighted ^{1,2}	113,700			106,600		107%	104%	89%								
UO FTE Distribution ³	111,700			103,700		108%		86%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Education																
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP																
Professor	172,200	4	8.9	139,700	70	123%	156%	109%	127%	90%	61%	38%			142,600	15
Associate Professor	105,200	2	6.1	91,600	95	115%	95%	72%	105%	90%	16%	12%			89,000	15
Assistant Professor	87,800	2	2.1	76,400	50	115%	79%	60%	98%	81%			87,500	1	75,500	11
Instructor																
All Ranks ¹	134,400	8	6.5	103,700	215	130%	122%	81%					87,500	1	105,000	41
All Ranks Weighted ^{1,2}	124,400			104,500		119%	114%	87%								
UO FTE Distribution ³	134,400			111,900		120%		93%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	144,300	6	7.4	144,800	87	100%	130%	113%	107%	93%	34%	41%			144,600	8
Associate Professor	106,300	7	6.3	93,000	82	114%	96%	73%	106%	91%	19%	8%			93,300	11
Assistant Professor	85,200	5	2.1	82,900	90	103%	77%	65%	95%	87%					80,200	25
Instructor																
All Ranks ¹	113,100	18	5.5	106,900	259	106%	102%	84%							95,200	44
All Ranks Weighted ^{1,2}	113,600			108,900		104%	104%	91%								
UO FTE Distribution ³	113,100			107,500		105%		89%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<u>Lundquist College of Business</u>																
BUSINESS ADMINISTRATION																
Professor	203,600	13	6.0	263,000	755	77%	184%	206%	151%	169%	0%	47%			257,900	42
Associate Professor	203,800	18	3.3	202,400	522	101%	184%	159%	204%	198%	29%	9%			209,900	47
Assistant Professor	171,900	19	2.0	190,600	641	90%	155%	149%	192%	201%			176,300	8	191,000	123
Instructor				207,900	7					163%					200,000	2
All Ranks ¹	191,600	50	3.5	222,300	1,918	86%	173%	174%					176,300	8	208,500	212
All Ranks Weighted ^{1,2}	193,600			221,000		88%	177%	185%								
UO FTE Distribution ³	191,600			213,700		90%		177%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
Robert D. Clark Honors College																
Discipline: Biology																
Professor				151,900	1,329			119%		97%		40%			139,200	79
Associate Professor	99,900	1	0.1	100,800	609	99%	90%	79%	100%	99%		9%			95,300	23
Assistant Professor				89,700	515			70%		95%					85,100	79
Instructor																
All Ranks ¹	99,900	1	0.1	126,100	2,453	79%	90%	99%							110,000	181
All Ranks Weighted ^{1,2}	99,900			116,100		86%	91%	97%								
UO FTE Distribution ³	99,900			100,800		99%		84%								
Discipline: Earth Sciences																
Professor				145,800	708			114%		94%		33%			154,100	22
Associate Professor	107,100	2	2.5	103,300	236	104%	97%	81%	107%	101%		12%	114,000	1	97,300	6
Assistant Professor				87,500	216			69%		92%					84,500	48
Instructor																
All Ranks ¹	107,100	2	2.5	126,300	1,160	85%	97%	99%					114,000	1	105,700	76
All Ranks Weighted ^{1,2}	107,100			114,000		94%	98%	95%								
UO FTE Distribution ³	107,100			103,300		104%		86%								

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²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
Robert D. Clark Honors College																
Discipline: History																
Professor	125,300	3	2.4	145,300	1,012	86%	113%	114%	93%	93%	21%	38%			134,500	54
Associate Professor	101,800	2	2.1	96,200	846	106%	92%	75%	102%	94%	26%	14%			104,800	38
Assistant Professor	73,000	2	1.6	78,500	284	93%	66%	62%	82%	83%					79,300	54
Instructor																
All Ranks ¹	103,600	7	2.1	117,000	2,142	89%	94%	92%							106,300	146
All Ranks Weighted ^{1,2}	101,300			108,700		93%	93%	91%								
UO FTE Distribution ³	103,600			112,200		92%		93%								
Discipline: Literature																
Professor	103,200	1	0.1	137,600	1,298	75%	93%	108%	76%	88%	15%	36%			130,100	52
Associate Professor	86,900	3	4.4	92,000	1,178	94%	79%	72%	87%	90%		13%			94,500	74
Assistant Professor				76,000	396			60%		80%					77,700	74
Instructor				75,000	2			59%		48%					75,000	2
All Ranks ¹	91,000	4	3.4	110,400	2,872	82%	82%	87%							97,600	200
All Ranks Weighted ^{1,2}	95,700			103,800		92%	87%	87%								
UO FTE Distribution ³	91,000			103,400		88%		86%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
Robert D. Clark Honors College																
Discipline: Rhetoric																
Professor	159,500	1	15.1	137,800	128	116%	144%	108%	118%	88%		35%			141,400	15
Associate Professor				92,800	125			73%		91%		11%			95,900	5
Assistant Professor				78,400	85			61%		83%					76,200	21
Instructor																
All Ranks ¹	159,500	1	15.1	106,200	338	150%	144%	83%							102,500	41
All Ranks Weighted ^{1,2}	159,500			104,800		152%	146%	88%								
UO FTE Distribution ³	159,500			137,800		116%		114%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	129,600	12	10.5	143,000	122	91%	117%	112%	96%	92%	29%	38%			151,900	15
Associate Professor	97,300	8	6.9	94,300	143	103%	88%	74%	97%	92%	16%	12%			95,700	15
Assistant Professor	79,200	14	2.3	79,200	108	100%	72%	62%	89%	83%			76,000	5	78,700	23
Instructor																
All Ranks ¹	101,300	34	6.3	105,900	373	96%	92%	83%					76,000	5	104,200	53
All Ranks Weighted ^{1,2}	103,500			107,500		96%	95%	90%								
UO FTE Distribution ³	101,300			105,300		96%		87%								

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School of Law																
LAW																
Professor	169,900	13	12.8	219,800	706	77%	154%	172%	126%	141%	23%	62%			207,600	39
Associate Professor	144,900	8	3.8	140,900	90	103%	131%	110%	145%	138%	24%	3%			132,600	7
Assistant Professor	118,600	2	1.2	137,700	31	86%	107%	108%	133%	145%			125,000	1	135,200	7
Instructor																
All Ranks ¹	156,800	23	8.7	208,200	827	75%	142%	163%					125,000	1	188,200	53
All Ranks Weighted ^{1,2}	145,800			169,000		86%	133%	141%								
UO FTE Distribution ³	156,800			185,200		85%		153%								
LAW--Associate & Assistant Combined																
Professor	169,900	13	12.8	219,800	706	77%	154%	172%	126%	141%	27%	62%			207,600	39
Assoc/Assist Combined	139,700	10	3.3	140,100	121	100%	126%	110%	146%	141%			125,000	1	133,900	14
All Ranks ¹	156,800	23	8.7	208,200	827	75%	142%	163%					125,000	1	188,200	53
All Ranks Weighted ^{1,2}	145,800			169,000		86%	133%	141%								
UO FTE Distribution ³	156,800			185,200		85%		153%								

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

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School of Music and Dance																
DANCE																
Professor	77,200	1	6.1	107,800	32	72%	70%	84%	57%	69%	9%	20%			107,400	7
Associate Professor	67,200	4	8.4	81,700	22	82%	61%	64%	67%	80%	9%	9%			78,700	3
Assistant Professor	56,900	1	3.1	69,800	19	82%	51%	55%	64%	74%					70,400	7
Instructor																
All Ranks ¹	67,100	6	7.1	90,000	73	75%	61%	71%							87,100	17
All Ranks Weighted ^{1,2}	67,600			87,500		77%	62%	73%								
UO FTE Distribution ³	67,100			84,000		80%		70%								
MUSIC																
Professor	97,300	19	6.3	117,800	506	83%	88%	92%	72%	76%	23%	26%			105,000	41
Associate Professor	72,300	11	4.6	84,700	338	85%	65%	66%	72%	83%	7%	12%			82,400	24
Assistant Professor	64,100	8	1.9	69,000	174	93%	58%	54%	72%	73%			65,000	1	69,400	25
Instructor																
All Ranks ¹	83,000	38	4.8	98,500	1,018	84%	75%	77%					65,000	1	89,100	90
All Ranks Weighted ^{1,2}	78,900			92,000		86%	72%	77%								
UO FTE Distribution ³	83,000			98,000		85%		81%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
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NOTES:

1. Definitions of faculty included in AAU salary data:
 - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2018-19. Faculty on leave to perform administrative duties were excluded.
 - c. Faculty with research contracts were not included.
 - d. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - e. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - f. Faculty with post-retirement appointments were not included.
 - g. Instructor data include only tenured or tenure-track faculty.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in UO reported salaries. Inclusion of regularly occurring stipends in faculty salaries varies among AAU peers depending on their data system capabilities.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted average salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
5. FTEs were rounded to the nearest full number prior to average salary calculations. If a peer institution reported less than .50 FTE in a discipline, data for that instance were excluded. The UO data contain no FTEs less than .50 (see note 1a).
6. Only UO departments reported to the AAU Data Exchange were included.
7. AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
8. Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
9. See Appendix II for institutions included in this analysis.

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